



**SEMI-ANNUAL REPORT ON FEMALE AND MINORITY
EMPLOYMENT
JANUARY 1, 2005 – JUNE 30, 2005**

**PREPARED BY THE PERSONNEL CABINET
NOVEMBER 2005**



TABLE OF CONTENTS

Letter from the Secretary	3
Executive Summary	4
Utilization Summaries.....	7
Statewide	7
General Government	9
Commerce Cabinet.....	11
Economic Development Cabinet	13
Education Cabinet	15
Environmental and Public Protection Cabinet	17
Finance and Administration Cabinet	19
Cabinet for Health and Family Services	21
Justice and Public Safety Cabinet	23
Personnel Cabinet	25
Transportation Cabinet	27
Utilization Trend Analysis	29
Utilization Trend Tables	30
Utilization Trend Charts	31
Appendix A	
EEO Job Category Glossary	33
Appendix B	
General Government Utilization Tables by Department/ Boards....	35
General Government Minority Utilization Table	35
General Government Female Utilization Table	43



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ERWIN ROBERTS
SECRETARY

October 21, 2005

The Honorable Ernie Fletcher
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Fletcher:

In accordance with KRS 18A.138, I am submitting to you the enclosed report on the status of affirmative action in Kentucky State Government for the six month period of January 1, 2005, through June 30, 2005. This report reflects the Executive Branch minority and female employment utilization statewide and by individual cabinet and/or agency.

The long-term hiring goal for minorities set by this administration was raised from 7.51 percent to 10 percent on July 1, 2004. The long-term female hiring goal of 52.42 percent remained the same. Through these goals, this administration seeks to reduce under representation by race, ethnicity and gender.

The data for this reporting period reflects continual progress toward these goals. The total number of state employees as of June 30, 2005, was 34,605. The statewide percentage attained as of June 30, 2005, was 8.35 percent for minorities and 49.88 percent for females. Each of these numbers represents an increase over the previous reporting period. This is encouraging news; it means slowly but surely we are enhancing diversity throughout the Commonwealth..

The Cabinets for Economic Development, Health and Family Services and Personnel reached the overall goals for both minority and female employment.

As agencies continue to take proactive steps to increase minority hiring efforts, I am confident this administration will reach its goals. Through the creation of the new office of Human Resource Planning and Diversity Initiatives, the Personnel Cabinet is committed to assisting these agencies in the many efforts needed to create and maintain a diverse work force.

Sincerely,

Erwin Roberts
Secretary



Executive Summary

Equal Employment Opportunity (EEO) is about equity and fairness in employment for all, but with particular attention to groups that face employment disadvantages. The policy and practice of EEO are important components of Governor Fletcher's commitment to building a diverse, capable workforce that reflects the commonwealth community it serves.

Over the past nine months, the Personnel Cabinet began a review of the commonwealth's overall female and minority hiring efforts. While minority hiring is at an all-time high, there are still opportunities for improving the representation of women and minorities in the work force.

For the past decade, all EEO-related functions and responsibilities were held by the state EEO coordinator. The state EEO coordinator reported directly to the secretary of the Personnel Cabinet and was responsible for ensuring compliance with KRS 18A.138. However, there was no official office or structure, and a limited number of staff handled the dynamic needs of work force planning as it relates to the areas of EEO/affirmative action, recruitment, retention, diversity inclusion training and cultural competency.

In an effort to improve the coordination of human resource services for state agencies, the Office of Human Resource Planning and Diversity Initiatives was created. This new office will be responsible for diversity initiatives and work force planning.

The new office consists of two divisions: the Division of Diversity Relations and the Division of Work Force Analytics. The Division of Diversity Relations is primarily responsible for developing and implementing the state's affirmative action plan, promulgating rules and regulations, providing consultation and technical assistance to agencies for the development and renewal of their affirmative action plans, investigating any complaints concerning unfair treatment, and conducting consultation and training in the areas of EEO/affirmative action, recruitment, retention, diversity inclusion training and cultural competency.

The Division of Work Force Analytics will be responsible for developing a systematic process for identifying the work force competencies required to meet the commonwealth's strategic goals and for developing the strategies to meet these requirements. Additionally, this division will be responsible for developing and implementing recommendations for policy and program review, providing information for workforce initiatives and developing and implementing public awareness programs for fostering diversity in state government and the communities.

This new organizational structure takes into consideration the need for a more aggressive approach to minority hiring and retention, and it ensures that state agencies will have the information and tools necessary to identify and address the gaps between the work force of today and the human capital needs of tomorrow. The intent is not to create a new office that duplicates existing offices and functions. Instead, it is designed to strategically focus and unify existing resources to achieve the governor's commitment to diversity and his goal of creating opportunities for Kentuckians.

Semi-Annual Report

In an ongoing effort to improve the way we provide information to agencies and the public, the "Semi-Annual Report on Female and Minority Employment" will continue to evolve as more data is gathered and analysis is conducted. New reporting features will include additional analyses, reporting methodology and summaries of the data provided. This report is intended to assist each cabinet and agency in tracking progress in terms of meeting the long-term goals for female and minority employment.

Effective July 1, 2004, the hiring goal for minority employment was increased from 7.51 percent to 10 percent. The female hiring goal remained at 52.42 percent.

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The data reflects minority and female employment utilization for the Executive Branch.¹

Methodology

All data reflected in this report is from January 1, 2005, through June 30 2005. The data reported was retrieved from Customer Information Control System (CICS), the commonwealth's payroll system. These statistics are based on voluntary information provided by the employee on their initial application. The statistics reflect utilization by gender and ethnicity for employees statewide. For the purpose of this report, the data is used as a general standard of comparison between the governor's minority and female hiring goals and the current minority and female work force percentages. Due to number rounding and other adjustments in CICS, percentages may not always equal 100 percent. The statistical data provided in previous reports for this period may not be identical to the numbers reflected in this report. This is the result of cabinet-wide reorganization and adjustments in the reporting feeds. The total number of state

¹ Includes the various boards of the commonwealth, the office of the Attorney General, the office of the Auditor of Public Accounts, the Governor's office, the office of the Lieutenant Governor, the Commerce Cabinet, Cabinet for Economic Development, Education Cabinet, Environmental and Public Protection Cabinet, Finance and Administration Cabinet, Cabinet for Health and Family Services, Justice and Public Safety Cabinet, Personnel Cabinet, the Secretary of State's office, Transportation Cabinet, and the Office of the State Treasurer.

employees is comprised of all full-time and interim executive branch employees that are both merit and non-merit.

Structure of this report

The current work force profile of the executive branch employees is conveyed through the use of statistical data. These profiles are reflected in the use of tables to highlight the utilization and employment goals.

The Minority Utilization Table and Female Utilization Table are broken down by the EEO job categories and the number of minority and female employees in those groups. Additionally, the tables compare the minority and female hiring goals with the current minority and female percentages. The tables also provide the number of employees needed to meet the minority and female hiring goals.

The yellow highlighted fields indicate the EEO job categories in which the cabinet or agency has met the governor's utilization goal. The blue highlighted fields indicate EEO job categories in which no positions existed. Descriptions of the EEO job categories can be found in Appendix B. Appendixes have been added to provide further statistical data.

The Work Force Profile of Commonwealth Public Servants

Statewide Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period increased from 8.32 percent to 8.35 percent.² The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization statewide increased by 0.03 percent, a steady progression toward the long-term goal for minority utilization.³

Employment goals were met in the following EEO categories: para professionals and service maintenance. Areas for opportunity include the following EEO categories: administrators, professional technicians, protective service workers, office and clerical workers, and craftsmen.

Statewide Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period increased from 49.52 percent to 49.88 percent.⁴ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization increased by 0.36 percent, a steady progression toward the long-term goal for female hiring.

Employment goals were met in the following EEO categories: professionals, para professionals and office and clerical. Areas for opportunity include the following EEO categories: officials and administrators, technicians, protective service workers, craftsmen and service maintenance.

² The Commonwealth of Kentucky work force increased from 34,514 to 34,605.

³ Minority hires increased from 2,872 to 2,890.

⁴ Female hires increased from 17,092 to 17,261.

Statewide Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	3057	199	10.00%	6.51	YES	106.7
PROFESSIONALS	16253	1352	10.00%	9.32	YES	273.3
TECHNICIANS	1818	115	10.00%	6.33	YES	66.8
PROTECTIVE SERVICE WORKERS	3291	248	10.00%	7.54	YES	81.1
PARA PROFESSIONAL	2529	362	10.00%	14.31	NO	0.0
OFFICE & CLERICAL	2595	184	10.00%	7.09	YES	75.5
CRAFTSMEN	2627	157	10.00%	5.98	YES	105.7
SERVICE MAINTENANCE	2435	273	10.00%	11.21	NO	0
TOTAL	34,605	2890		8.35		

Statewide Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	3057	1239	52.42%	40.53	YES	363.5
PROFESSIONALS	16253	9342	52.42%	57.48	NO	0.0
TECHNICIANS	1818	697	52.42%	38.34	YES	256
PROTECTIVE SERVICE WORKERS	3291	536	52.42%	16.29	YES	1189.1
PARA PROFESSIONALS	2529	1959	52.42%	77.46	NO	0.0
OFFICE & CLERICAL	2595	2217	52.42%	85.43	NO	0.0
CRAFTSMEN	2627	160	52.42%	6.09	YES	1217.1
SERVICE MAINTENANCE	2435	1111	52.42%	45.63	YES	165.4
TOTAL	34,605	17,261		49.88		

General Government

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period increased from 5.74 percent to 5.83 percent.⁵ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization increased by 0.09 percent.⁶

Employment goals were met in the following EEO categories: para professionals and service maintenance. Areas for opportunity include the following EEO categories: officials and administrators, professional technicians, protective service workers, office and clerical workers, and craftsmen.

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period increased from 57.75 percent to 58.35 percent.⁷ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization increased by 0.60 percent.

Employment goals were met in the following EEO categories: professionals, para professionals, office and clerical, and service maintenance. Areas for opportunity include the following EEO categories: officials and administrators, technicians, protective service workers and craftsmen.⁸

⁵ The General Government work force increased from 2,736 to 2,778.

⁶ Minority hires increased from 157 to 162.

⁷ Female hires increased from 1,580 to 1,621.

⁸ For a further breakdown of the General Government utilization data, please refer to Appendix B.

General Government Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	369	14	10.00%	3.79	YES	22.9
PROFESSIONALS	1231	71	10.00%	5.77	YES	52.1
TECHNICIANS	233	3	10.00%	1.29	YES	20.3
PROTECTIVE SERVICE WORKERS	85	3	10.00%	3.53	YES	5.5
PARA PROFESSIONALS	299	32	10.00%	10.70	NO	0.0
OFFICE & CLERICAL	290	13	10.00%	4.48	YES	16
CRAFTSMEN	73	4	10.00%	5.48	YES	3.3
SERVICE MAINTENANCE	198	22	10.00%	11.11	NO	0.0
TOTAL	2778	162		5.83		

General Government Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	369	139	52.42%	37.67	YES	54.4
PROFESSIONALS	1231	679	52.42%	55.16	NO	0.0
TECHNICIANS	233	108	52.42%	46.35	YES	14.1
PROTECTIVE SERVICE WORKERS	85	16	52.42%	18.82	YES	28.60
PARA PROFESSIONALS	299	274	52.42%	91.64	NO	0.0
OFFICE & CLERICAL	290	274	52.42%	94.48	NO	0.0
CRAFTSMEN	73	22	52.42%	30.14	YES	16.3
SERVICE MAINTENANCE	198	109	52.42%	55.05	NO	0.0
TOTAL	2778	1621		58.35		

Commerce Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period increased from 5.71 percent to 6.20 percent.⁹ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization increased by 0.49 percent.¹⁰

Employment goals were met in the following EEO category: service maintenance. Areas for opportunity include the following EEO categories: officials and administrators, professionals, protective service workers, para professionals, craftsmen technicians, and office and clerical.

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period decreased from 39.91 percent to 39.66 percent.¹¹ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization decreased by 0.25 percent.

Employment goals were met in the following EEO categories: professionals and office and clerical. Areas for opportunity include the following EEO categories: officials and administrators, technicians, protective service workers, para professionals, craftsmen and service maintenance.

⁹ The Commerce Cabinet work force decreased from 2,225 to 2,209.

¹⁰ Minority hires increased from 127 to 137.

¹¹ Female hires decreased from 888 to 876.

Commerce Cabinet Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	216	14	10.00%	6.48	YES	7.6
PROFESSIONALS	423	18	10.00%	4.26	YES	24.3
TECHNICIANS	66	5	10.00%	7.58	YES	1.6
PROTECTIVE SERVICE WORKERS	218	8	10.00%	3.67	YES	13.8
PARA PROFESSIONALS	147	4	10.00%	2.72	YES	10.7
OFFICE & CLERICAL	198	8	10.00%	4.04	YES	11.8
CRAFTSMEN	268	10	10.00%	3.73	YES	16.7
SERVICE MAINTENANCE	673	70	10.00%	10.40	NO	0.0
TOTAL	2209	137		6.20		

Commerce Cabinet Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	216	67	52.42%	31.02	YES	46.2
PROFESSIONALS	423	232	52.42%	54.85	NO	0
TECHNICIANS	66	16	52.42%	24.24	YES	18.6
PROTECTIVE SERVICE WORKERS	218	5	52.42%	2.29	YES	109.3
PARA PROFESSIONALS	147	59	52.42%	40.14	YES	18.1
OFFICE & CLERICAL	198	144	52.42%	72.73	NO	0
CRAFTSMEN	268	23	52.42%	8.60	YES	117
SERVICE MAINTENANCE	673	330	52.42%	49.03	YES	22.3
TOTAL	2209	876		39.66		

Economic Development Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reported period increased from 9.73 percent to 11.01 percent.¹² The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization increased by 1.28 percent.¹³

Employment goals were met in the following EEO categories: professionals and service maintenance. Areas for opportunity include the following EEO categories: officials and administrators, technicians, para professionals, and office and clerical.¹⁴

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reported period decreased from 57.52 percent to 55.96 percent.¹⁵ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization decreased by 1.56 percent.

Employment goals were met in the following EEO categories: professionals, technicians, para professionals, office and clerical, and craftsmen. Areas for opportunity include the following EEO categories: officials and administrators, and service maintenance.¹⁶

¹² The Economic Development Cabinet work force decreased from 113 to 109.

¹³ Minority hires increased from 11 to 12.

¹⁴ The Economic Development Cabinet did not employ anyone in the protective service workers EEO job category.

¹⁵ Female hires decreased from 65 to 61.

¹⁶ See footnote 14.

Economic Development Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	38	3	10.00%	7.89	YES	.8
PROFESSIONALS	55	7	10.00%	12.73	NO	0
TECHNICIANS	1	0	10.00%	0	YES	.1
PROTECTIVE SERVICE WORKERS	N/A	N/A	10.00%	N/A	N/A	N/A
PARA PROFESSIONALS	1	0	10.00%	0	YES	.1
OFFICE & CLERICAL	10	0	10.00%	0	YES	0
CRAFTSMEN	2	0	10.00%	0	YES	.2
SERVICE MAINTENANCE	2	2	10.00%	100	NO	0
TOTAL	109	12		11.01		

Economic Development Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	38	13	52.42%	34.21	YES	6.9
PROFESSIONALS	55	34	52.42%	61.82	NO	0
TECHNICIANS	1	1	52.42%	100	NO	0
PROTECTIVE SERVICE WORKERS	N/A	N/A	52.42%	N/A	N/A	N/A
PARA PROFESSIONALS	1	1	52.42%	100	NO	0
OFFICE & CLERICAL	10	10	52.42%	100	NO	0
CRAFTSMEN	2	2	52.42%	100	NO	0
SERVICE MAINTENANCE	2	0	52.42%	0	YES	1.0
TOTAL	109	61		55.96		

Education Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period decreased from 7.78 percent to 7.72 percent.¹⁷ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization decreased by 0.06 percent.¹⁸

Employment goals were met in the following EEO categories: officials and administrators, para professionals and service maintenance. Areas for opportunity include the following EEO categories: professionals, technicians, protective service workers, office and clerical, and craftsmen.

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period decreased from 60.93 percent to 60.94 percent.¹⁹ The female hiring goal is 52.42 percent. Female utilization decreased by 0.01 percent.

Employment goals were met in the following EEO categories: officials and administrators, professionals, para professionals, and office and clerical. Areas for opportunity include the following EEO categories: technicians, protective service workers, craftsmen and service maintenance.

¹⁷ The Education Cabinet work force decreased from 2,957 to 2,900.

¹⁸ Minority hires decreased from 230 to 224.

¹⁹ Female hires decreased from 1,802 to 1,767.

Education Cabinet Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	423	46	10.00%	10.87	NO	0
PROFESSIONALS	1949	134	10.00%	6.88	YES	60
TECHNICIANS	132	11	10.00%	8.33	YES	2.2
PROTECTIVE SERVICE WORKERS	8	0	10.00%	0	YES	.8
PARA PROFESSIONALS	87	9	10.00%	10.34	NO	0
OFFICE & CLERICAL	176	11	10.00%	6.25	YES	6.6
CRAFTSMEN	25	0	10.00%	0	YES	2.5
SERVICE MAINTENANCE	100	13	10.00%	13	NO	0
TOTAL	2900	224		7.72		

Education Cabinet Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	423	254	52.42%	60.05	NO	0
PROFESSIONALS	1949	1195	52.42%	61.31	NO	0
TECHNICIANS	132	49	52.42%	37.12	YES	20.19
PROTECTIVE SERVICE WORKERS	8	1	52.42%	12.5	YES	3.19
PARA PROFESSIONALS	87	71	52.42%	81.61	NO	0
OFFICE & CLERICAL	176	165	52.42%	93.75	NO	0
CRAFTSMEN	25	3	52.42%	12	YES	10.11
SERVICE MAINTENANCE	100	29	52.42%	29	YES	23.42
TOTAL	2900	1767		60.93		

Environmental and Public Protection Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period is 5.15 percent.²⁰ The minority hiring goal established on July 1, 2004, is 10 percent. There was no change in minority utilization.²¹

Employment goals were met in the following EEO categories: protective service workers and service maintenance. Areas for opportunity include the following EEO categories: officials and administrators, professionals, technicians, para professionals, office and clerical workers, and craftsmen.

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period decreased from 40.43 percent to 40.42 percent.²² The female hiring goal is 52.42 percent. Female utilization decreased by 0.01 percent.

Employment goals were met in the following EEO categories: para professionals, and office and clerical. Areas for opportunity include the following EEO categories: officials and administrators, professionals, technicians, protective service workers, craftsmen and service maintenance.

²⁰ The Environment and Public Protection Cabinet work force increased from 2,775 to 2,835.

²¹ Minority hirers stayed the same at 146.

²² Female hirers increased from 1,122 to 1,146.

Environmental and Public Protection Cabinet Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	436	7	10.00%	1.61	YES	36.6
PROFESSIONALS	1782	100	10.00%	5.61	YES	78.2
TECHNICIANS	360	20	10.00%	5.56	YES	16
PROTECTIVE SERVICE WORKERS	15	4	10.00%	26.67	NO	0
PARA PROFESSIONALS	37	3	10.00%	8.11	YES	.7
OFFICE & CLERICAL	150	6	10.00%	4	YES	9
CRAFTSMEN	36	3	10.00%	8.33	YES	.6
SERVICE MAINTENANCE	19	3	10.00%	15.79	NO	0
TOTAL	2835	146		5.15		

Environmental and Public Protection Cabinet Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	436	140	52.42%	32.11	YES	88.6
PROFESSIONALS	1782	738	52.42%	41.41	YES	196.1
TECHNICIANS	360	77	52.42%	21.39	YES	111.7
PROTECTIVE SERVICE WORKERS	15	3	52.42%	20	YES	4.9
PARA PROFESSIONALS	37	31	52.42%	83.78	NO	0
OFFICE & CLERICAL	150	143	52.42%	95.33	NO	0
CRAFTSMEN	36	9	52.42%	25	YES	9.9
SERVICE MAINTENANCE	19	5	52.42%	26.32	YES	5
TOTAL	2835	1146		40.42		

Finance and Administration Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period decreased from 7.51 percent to 7.44 percent.²³ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization decreased by 0.07 percent.²⁴

Employment goals were met in the following EEO category: service maintenance. Areas for opportunity include the following EEO categories: officials and administrators, professionals, para professionals, craftsmen technicians, protective service workers, and office and clerical.²⁵

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period decreased from 51.01 percent to 50.48 percent.²⁶ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization decreased by 0.53 percent.

Employment goals were met in the following EEO categories: professionals, para professionals and office and clerical. Areas for opportunity include the following EEO categories: officials and administrators, technicians, craftsmen and service maintenance.²⁷

²³ The Finance and Administration Cabinet work force decreased from 1,929 to 1,882.

²⁴ Minority hires decreased from 145 to 140.

²⁵ The Finance and Administration Cabinet did not employ anyone in the protective service workers EEO job category.

²⁶ Female hires decreased from 984 to 950.

²⁷ See footnote 25.

Finance and Administration Cabinet Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	323	21	10.00%	6.5	YES	11.3
PROFESSIONALS	949	61	10.00%	6.43	YES	33.9
TECHNICIANS	192	17	10.00%	8.85	YES	2.2
PROTECTIVE SERVICE WORKERS	N/A	N/A	10.00%	N/A	N/A	N/A
PARA PROFESSIONALS	73	7	10.00%	9.59	YES	.3
OFFICE & CLERICAL	151	14	10.00%	9.27	YES	1.1
CRAFTSMEN	137	7	10.00%	5.11	YES	6.7
SERVICE MAINTENANCE	57	13	10.00%	22.81	NO	0
TOTAL	1882	140		7.44		

Finance and Administration Cabinet Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	323	105	52.42%	32.51	YES	64.3
PROFESSIONALS	949	578	52.42%	60.91	NO	0
TECHNICIANS	192	76	52.42%	39.58	YES	24.6
PROTECTIVE SERVICE WORKERS	N/A	N/A	52.42%	N/A	N/A	N/A
PARA PROFESSIONALS	73	47	52.42%	64.38	NO	0
OFFICE & CLERICAL	151	109	52.42%	72.19	NO	0
CRAFTSMEN	137	12	52.42%	8.76	YES	59.8
SERVICE MAINTENANCE	57	23	52.42%	40.35	YES	6.9
TOTAL	1882	950		50.48		

Cabinet for Health and Family Services

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period increased from 12.07 percent to 12.15 percent.²⁸ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization increased by 0.08 percent.²⁹

Employment goals were met in the following EEO categories: professionals, protective service workers, para professionals, office and clerical, craftsmen and service maintenance. Areas for opportunity include the following EEO categories: officials and administrators, and technicians.

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period increased from 78.03 percent to 78.26 percent.³⁰ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization increased by 0.23 percent.

Employment goals were met in the following EEO categories: officials and administrators, professionals, technicians, para professionals, office and clerical, and service maintenance. Areas for opportunity include the following EEO categories: protected service workers and craftsman.

²⁸ The Cabinet for Health and Services work force increased from 8,814 to 8,861.

²⁹ Minority hires increased from 1,064 to 1,077.

³⁰ Female hires decreased from 6,878 to 6,935.

Cabinet for Health and Family Services Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	449	41	10.00%	9.13	YES	3.9
PROFESSIONALS	4785	511	10.00%	10.68	NO	0
TECHNICIANS	251	25	10.00%	9.96	YES	.1
PROTECTIVE SERVICE WORKERS	95	20	10.00%	21.05	NO	0
PARA PROFESSIONALS	1617	269	10.00%	16.64	NO	0
OFFICE & CLERICAL	802	89	10.00%	11.1	NO	0
CRAFTSMEN	62	8	10.00%	12.9	NO	0
SERVICE MAINTENANCE	800	114	10.00%	14.25	NO	0
TOTAL	8861	1077		12.15		

Cabinet for Health and Family Services Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. OF FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	449	267	52.42%	59.47	NO	0
PROFESSIONALS	4785	3789	52.42%	79.18	NO	0
TECHNICIANS	251	190	52.42%	75.7	NO	0
PROTECTIVE SERVICE WORKERS	95	35	52.42%	36.84	YES	14.8
PARA PROFESSIONALS	1617	1366	52.42%	84.48	NO	0
OFFICE & CLERICAL	802	771	52.42%	96.13	NO	0
CRAFTSMEN	62	6	52.42%	9.68	YES	26.5
SERVICE MAINTENANCE	800	511	52.42%	63.88	NO	0
TOTAL	8861	6935		78.26		

Justice and Public Safety Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period increased from 7.95 percent to 8.05 percent.³¹ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization increased by 0.10 percent.³²

Employment goals were met in the following EEO category: para professionals. Areas for opportunity include the following EEO categories: officials and administrators, professionals, technicians, protective service workers, office and clerical, craftsmen and service maintenance.

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period increased from 34.51 percent to 35.70 percent.³³ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization increase by 1.19 percent.

Employment goals were met in the following EEO categories: office and clerical and technicians. Areas for opportunity include the following EEO categories: officials and administrators, professionals, protective service workers, para professionals, craftsmen and service maintenance.

³¹ The Justice and Public Safety Cabinet work force increased from 7,610 to 7,694.

³² Minority hires increased from 605 to 619.

³³ Female hires increased from 2,626 to 2,747.

Justice and Public Safety Cabinet Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	416	36	10.00%	8.65	YES	5.6
PROFESSIONALS	3148	290	10.00%	9.2	YES	24.8
TECHNICIANS	212	19	10.00%	8.96	YES	2.2
PROTECTIVE SERVICE WORKERS	2864	213	10.00%	7.44	YES	73.4
PARA PROFESSIONALS	158	29	10.00%	18.35	NO	0
OFFICE & CLERICAL	608	25	10.00%	4.11	YES	35.8
CRAFTSMEN	222	6	10.00%	2.7	YES	16.2
SERVICE MAINTENANCE	66	1	10.00%	1.52	YES	5.6
TOTAL	7694	619		8.05		

Justice and Public Safety Cabinet Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. OF FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	416	168	52.42%	40.38	YES	50.1
PROFESSIONALS	3148	1397	52.42%	44.39	YES	24.8
TECHNICIANS	212	114	52.42%	53.77	NO	0
PROTECTIVE SERVICE WORKERS	2864	476	52.42%	16.62	YES	1025.3
PARA PROFESSIONALS	158	74	52.42%	46.84	YES	8.8
OFFICE & CLERICAL	608	456	52.42%	75	NO	0
CRAFTSMEN	222	45	52.42%	20.27	YES	71.4
SERVICE MAINTENANCE	66	17	52.42%	25.76	YES	17.6
TOTAL	7694	2747		35.70		

Personnel Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period decreased from 11.88 percent to 10.68 percent.³⁴ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization decreased by 1.20 percent.³⁵

Employment goals were met in the following EEO categories: technicians and professionals. Areas for opportunity include the following EEO categories: officials and administrators, para professionals, and office and clerical.³⁶

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period increased from 74.25 percent to 74.76 percent.³⁷ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization increase by 0.51 percent.

Employment goals were met in the following EEO categories: professionals, para professionals, and office and clerical. Areas for opportunity include the following EEO category: officials and administrators.³⁸

³⁴ The Personnel Cabinet work force increased from 202 to 206.

³⁵ Minority hires decreased from 24 to 22.

³⁶ The Personnel Cabinet did not employ anyone in the protective service workers, service maintenance and craftsmen EEO job categories.

³⁷ Female hires increased from 150 to 154.

³⁸ See footnote 36.

Personnel Cabinet Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	33	3	10.00%	9.09	YES	.3
PROFESSIONALS	143	17	10.00%	11.89	NO	0
TECHNICIANS	8	1	10.00%	12.5	NO	0
PROTECTIVE SERVICE WORKERS	N/A	N/A	10.00%	N/A	N/A	N/A
PARA PROFESSIONALS	7	0	10.00%	0.0	YES	.7
OFFICE & CLERICAL	15	1	10.00%	6.67	YES	.5
CRAFTSMEN	N/A	N/A	10.00%	N/A	N/A	N/A
SERVICE MAINTENANCE	N/A	N/A	10.00%	N/A	N/A	N/A
TOTAL	206	22		10.68		

Personnel Cabinet Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. OF FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	33	15	52.42%	45.45	YES	2.3
PROFESSIONALS	143	110	52.42%	76.92	NO	0
TECHNICIANS	8	7	52.42%	87.5	NO	0
PROTECTIVE SERVICE WORKERS	N/A	N/A	52.42%	N/A	N/A	N/A
PARA PROFESSIONALS	7	7	52.42%	100	NO	0
OFFICE & CLERICAL	15	15	52.42%	100	NO	0
CRAFTSMEN	N/A	N/A	52.42%	N/A	N/A	N/A
SERVICE MAINTENANCE	N/A	N/A	52.42%	N/A	N/A	N/A
TOTAL	206	154		74.76		

Transportation Cabinet

Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of minorities employed during the reporting period decreased from 7.04 percent to 6.84 percent.³⁹ The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization decreased by 0.20 percent.⁴⁰

Areas for opportunity include the following EEO categories: officials and administrators, professionals, protective service workers, para professionals, craftsmen technicians, protective service workers, office and clerical, and service maintenance.

Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2005, through June 30, 2005. The overall percentage of females employed during the reporting period increased from 19.35 percent to 19.57 percent.⁴¹ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization increased by 0.22 percent.

Employment goals were met in the following EEO category: office and clerical. Areas for opportunity include the following EEO categories: officials and administrators, professionals, technicians, protective service workers, para- professionals, craftsmen and service maintenance.

³⁹ The Transportation Cabinet work force decreased from 5,153 to 5,131.

⁴⁰ Minority hires decreased from 363 to 351.

⁴¹ Female hires increased from 997 to 1004.

Transportation Cabinet Minority Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	MINORITY % GOAL	CURRENT MINORITY %	UNDER UTILIZED	NO. MINORITY NEEDED
OFFICIALS & ADMINISTRATORS	354	14	10.00%	3.95	YES	21.4
PROFESSIONALS	1788	143	10.00%	8.0	YES	35.8
TECHNICIANS	363	14	10.00%	3.86	YES	22.3
PROTECTIVE SERVICE WORKERS	6	0	10.00%	0.0	YES	.6
PARA PROFESSIONALS	103	9	10.00%	8.74	YES	1.3
OFFICE & CLERICAL	195	17	10.00%	8.72	YES	2.5
CRAFTSMEN	1802	119	10.00%	6.6	YES	61.2
SERVICE MAINTENANCE	520	35	10.00%	6.73	YES	17
TOTAL	5131	351		6.84		

Transportation Cabinet Female Utilization Table						
EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	FEMALE % GOAL	CURRENT FEMALE %	UNDER UTILIZED	NO. OF FEMALE NEEDED
OFFICIALS & ADMINISTRATORS	354	71	52.42%	20.06	YES	114.6
PROFESSIONALS	1788	590	52.42%	33	YES	347.3
TECHNICIANS	363	59	52.42%	16.25	YES	131.3
PROTECTIVE SERVICE WORKERS	6	0	52.42%	0	YES	3.1
PARA PROFESSIONALS	103	29	52.42%	28.16	YES	25
OFFICE & CLERICAL	195	130	52.42%	66.67	NO	0
CRAFTSMEN	1802	38	52.42%	2.11	YES	906.6
SERVICE MAINTENANCE	520	87	52.42%	16.73	YES	185.6
TOTAL	5131	1004		19.57		

Utilization Trend Analysis

Executive Summary

In an effort to further explore the minority/female utilization work force profile of the commonwealth employees, this supplemental analysis was conducted highlighting minority and female employment trends over the past 10 years.⁴²

The goal for minority hiring was first changed on January 1, 1997, from 7.4 percent to 7.51 percent, based on 1990 census data. Effective July 1, 2004, the hiring goal for minority employment was increased from 7.51 percent to 10 percent, based on 2000 census data for Kentucky. The female hiring goal was first changed July 1, 1996, from 52.00 percent to the current goal of 52.42 percent.

Minority utilization goals were achieved during the reporting periods from July 1, 1999, through June 30, 2004. The current overall minority percentage is the highest percentage achieved within the past ten years. However, achieving the female and minority goals set on July 1, 2004, remains an area for improvement.

The Minority and Female Utilization Trend analysis begins with data from the January 1, 2005 through June 30, 2005, semi-annual report. Additional charts have been included to give the reader a visual synapse of the data provided in the tables. The data in this analysis covers the past 10 years.⁴³

⁴² The data reported was compiled from the previous Semi-Annual Reports on Minority and Female Hiring.

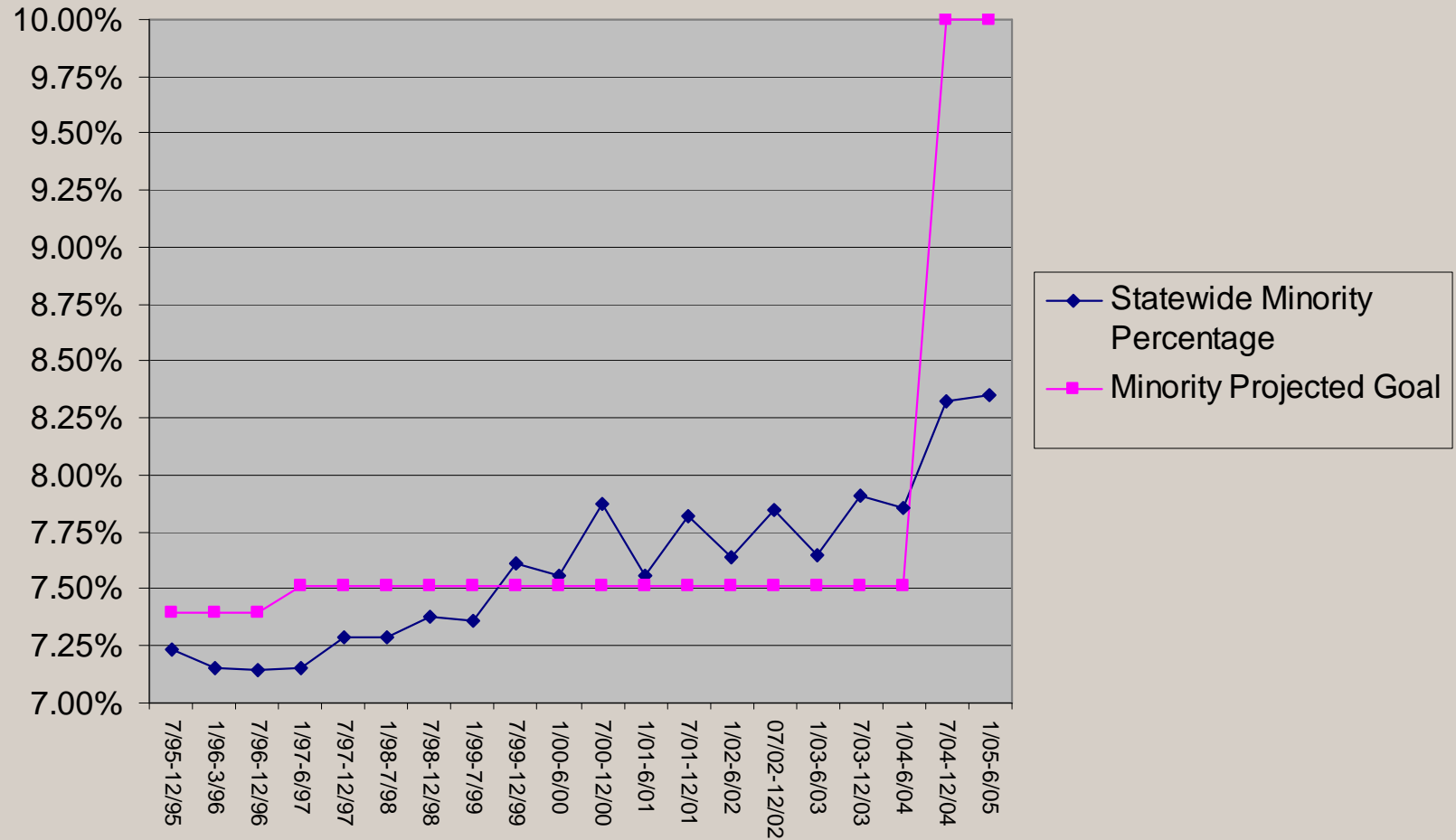
⁴³ The color fields indicate the year in which the utilization goals have been modified. The green fields indicate the year in which the utilization goals were achieved.

Utilization Trend Tables

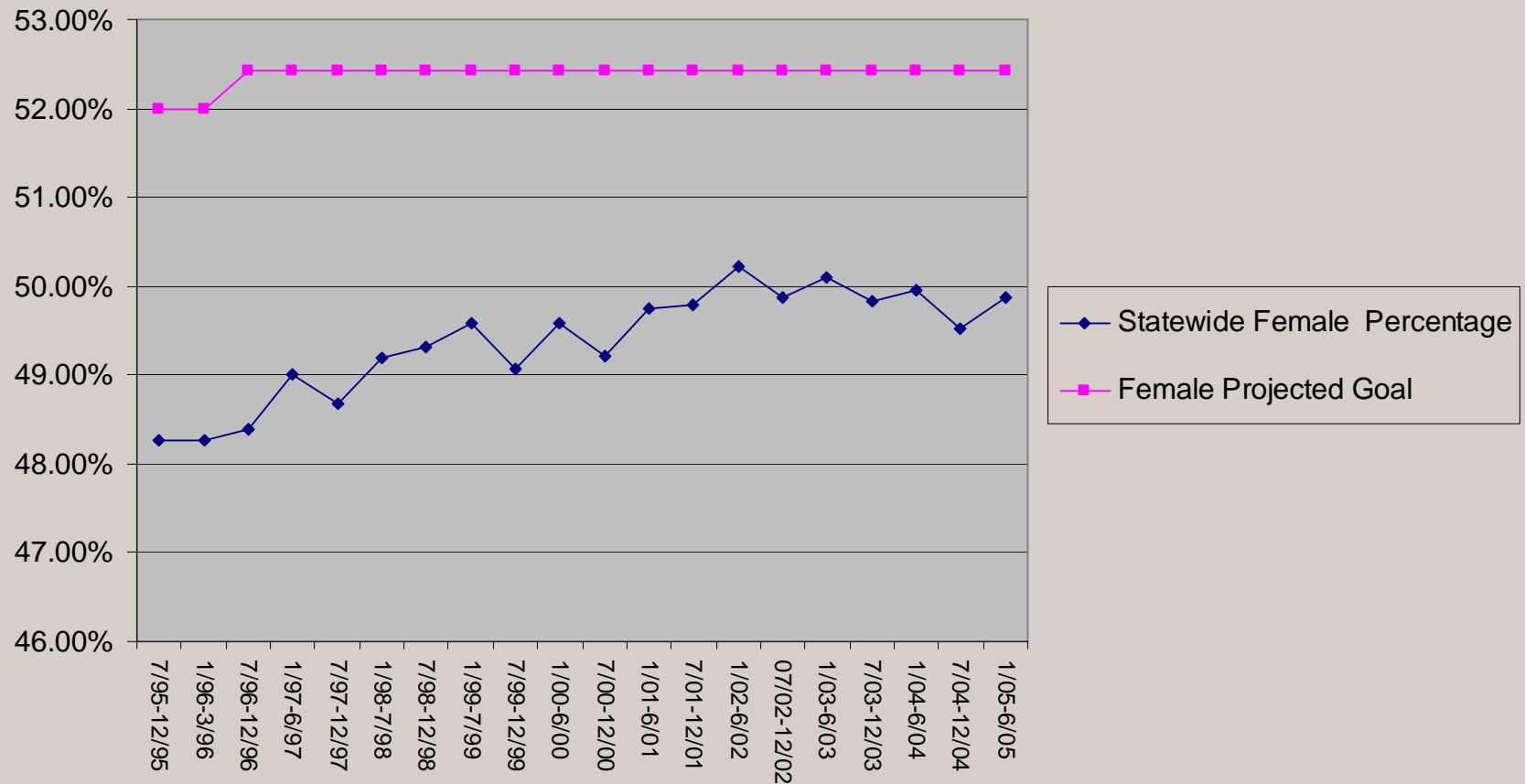
Minority Utilization Trends 1995-2005			
Reporting Periods	Statewide Minority Percentage	Minority Projected Goal	Goal Met
1/05-6/05	8.35%	10%	No
7/04-12/04	8.32%	10%	No
1/04-6/04	7.86%	7.51%	Yes
7/03-12/03	7.91%	7.51%	Yes
1/03-6/03	7.65%	7.51%	Yes
07/02-12/02	7.85%	7.51%	Yes
1/02-6/02	7.64%	7.51%	Yes
7/01-12/01	7.82%	7.51%	Yes
1/01-6/01	7.56%	7.51%	Yes
7/00-12/00	7.87%	7.51%	Yes
1/00-6/00	7.56%	7.51%	Yes
7/99-12/99	7.61%	7.51%	Yes
1/99-7/99	7.36%	7.51%	No
7/98-12/98	7.38%	7.51%	No
1/98-7/98	7.29%	7.51%	No
7/97-12/97	7.29%	7.51%	No
1/97-6/97	7.15%	7.51%	No
7/96-12/96	7.14%	7.4%	No
1/96-3/96	7.15%	7.4%	No
7/95-12/95	7.23%	7.4%	No

Female Utilization Trends 1995-2005			
Reporting Periods	Statewide Minority Percentage	Minority Projected Goal	Goal Met
1/05-6/05	49.88%	52.42%	No
7/04-12/04	49.52%	52.42%	No
1/04-6/04	49.95%	52.42%	No
7/03-12/03	49.82%	52.42%	No
1/03-6/03	50.09%	52.42%	No
07/02-12/02	49.87%	52.42%	No
1/02-6/02	50.22%	52.42%	No
7/01-12/01	49.79%	52.42%	No
1/01-6/01	49.74%	52.42%	No
7/00-12/00	49.21%	52.42%	No
1/00-6/00	49.58%	52.42%	No
7/99-12/99	49.06%	52.42%	No
1/99-7/99	49.58%	52.42%	No
7/98-12/98	49.32%	52.42%	No
1/98-7/98	49.20%	52.42%	No
7/97-12/97	48.68%	52.42%	No
1/97-6/97	49.00%	52.42%	No
7/96-12/96	48.38%	52.42%	No
1/96-3/96	48.26%	52.00%	No
7/95-12/95	48.26%	52.00%	No

Minority Utilization Trend



Female Utilization Trend



Appendix A

EEO Categories

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspectors and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary education or through equivalent on-the-job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer ITs, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, firefighters, KVE inspector, facilities security officers, state park rangers, detectives, OSH safety consultants, hazardous device investigators, wildlife and boating law enforcement officers, and kindred workers.

Para Professionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a “new careers” concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technician, and kindred workers.

Office & Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Craft Workers (Skilled): Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repairmen, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologist and kindred workers.

Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.

APPENDIX B
GENERAL GOVERNMENT MINORITY UTILIZATION TABLE BY AGENCY

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
UNIFIED PROSECUTORIAL SYSTEM						
OFFICIALS AND ADMINISTRATORS	2	0	0	10.00%	YES	0.2
PROFESSIONALS	382	6	1.57	10.00%	YES	32.2
PROTECTIVE SERVICE WORKERS	33	0	0	10.00%	YES	3.3
OFFICE & CLERICAL	167	5	2.99	10.00%	YES	11.7
TOTAL	584	11	1.88			
DEPARTMENT OF AGRICULTURE						
OFFICIALS AND ADMINISTRATORS	81	1	1.23	10.00%	YES	7.1
PROFESSIONALS	72	8	11.11	10.00%	NO	0
TECHNICIANS	103	0	0	10.00%	YES	10.3
PARA PROFESSIONALS	4	1	25	10.00%	NO	0
OFFICE & CLERICAL	13	3	23.08	10.00%	NO	0
SERVICE MAINTENANCE	4	3	75	10.00%	NO	0
TOTAL	277	16	5.78			
ATTORNEY GENERAL						
OFFICIALS AND ADMINISTRATORS	46	4	8.7	10.00%	YES	0.6
PROFESSIONALS	165	14	8.48	10.00%	YES	2.5
TECHNICIANS	4	0	0	10.00%	YES	0.4
PARA PROFESSIONALS	2	0	0	10.00%	YES	0.2
OFFICE & CLERICAL	17	0	0	10.00%	YES	1.7
CRAFTSMEN	3	0	0	10.00%	YES	0.3
TOTAL	237	18	7.59			
AUDITOR OF PUBLIC ACCOUNTS						
OFFICIALS AND ADMINISTRATORS	21	0	0	10.00%	YES	2.1
PROFESSIONALS	106	8	7.55	10.00%	YES	2.6
TECHNICIANS	2	0	0	10.00%	YES	0.2
OFFICE & CLERICAL	4	0	0	10.00%	YES	0.4
TOTAL	133	8	6.02			
REGISTRY OF ELECTION FINANCE						
OFFICIALS AND ADMINISTRATORS	5	0	0	10.00%	YES	0.5
PROFESSIONALS	8	0	0	10.00%	YES	0.8
TECHNICIANS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
TOTAL	16	0	0			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
GOVERNOR						
OFFICIALS AND ADMINISTRATORS	13	1	7.69	10.00%	YES	0.3
PROFESSIONALS	27	2	7.41	10.00%	YES	0.7
TECHNICIANS	2	0	0	10.00%	YES	0.2
OFFICE & CLERICAL	11	0	0	10.00%	YES	1.1
TOTAL	53	3	5.66			
DEPARTMENT OF VETERANS AFFAIRS						
OFFICIALS AND ADMINISTRATORS	34	0	0	10.00%	YES	3.4
PROFESSIONALS	142	1	0.7	10.00%	YES	13.2
TECHNICIANS	72	1	1.39	10.00%	YES	6.2
PROTECTIVE SERVICE WORKERS	19	2	10.53	10.00%	NO	0
PARA PROFESSIONALS	289	31	10.73	10.00%	NO	0
OFFICE & CLERICAL	22	1	4.55	10.00%	YES	1.2
CRAFTSMEN	18	2	11.11	10.00%	NO	0
SERVICE MAINTENANCE	137	11	8.03	10.00%	YES	2.7
TOTAL	733	49	6.68			
MILITARY AFFAIRS COMMISSION						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	3	0	0			
KY INFRASTRUCTURE AUTHORITY						
OFFICIALS AND ADMINISTRATORS	2	0	0	10.00%	YES	0.2
PROFESSIONALS	8	0	0	10.00%	YES	0.8
TOTAL	10	0	0			
LIEUTENANT GOVERNOR						
OFFICIALS AND ADMINISTRATORS	3	0	0	10.00%	YES	0.3
PROFESSIONALS	2	0	0	10.00%	YES	0.2
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	6	0	0			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
AGRICULTURAL DEVELOPMENT BOARD						
OFFICIALS AND ADMINISTRATORS	2	0	0	10.00%	YES	0.2
PROFESSIONALS	13	0	0	10.00%	YES	1.3
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	16	0	0			
OFFICE OF HOMELAND SECURITY						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	NO	0
PROFESSIONALS	3	0	0	10.00%	YES	0
CRAFTSMEN	1	0	0	10.00%	NO	0
TOTAL	5	0	0			
DEPARTMENT OF MILITARY AFFAIRS						
OFFICIALS AND ADMINISTRATORS	54	0	0	10.00%	YES	5.4
PROFESSIONALS	81	3	3.7	10.00%	YES	5.1
TECHNICIANS	24	1	4.17	10.00%	YES	1.4
PROTECTIVE SERVICE WORKERS	33	1	3.03	10.00%	YES	2.3
OFFICE & CLERICAL	5	0	0	10.00%	YES	0.5
CRAFTSMEN	37	1	2.7	10.00%	YES	2.7
SERVICE MAINTENANCE	56	8	14.29	10.00%	NO	0
TOTAL	290	14	4.83			
THE GOVERNOR'S OFFICE OF MINORITY EMPOWERMENT						
OFFICIALS AND ADMINISTRATORS	1	1	100	10.00%	NO	0
OFFICE & CLERICAL	1	1	100	10.00%	NO	0
TOTAL	2	2	100			
SECRETARY OF THE CABINET						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	2	0	0	10.00%	YES	0.2
TOTAL	3	0	0			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
GOVERNOR'S OFFICE FOR LOCAL DEVELOPMENT						
OFFICIALS AND ADMINISTRATORS	27	1	3.7	10.00%	YES	1.7
PROFESSIONALS	39	3	7.69	10.00%	YES	0.9
TECHNICIANS	4	0	0	10.00%	YES	0.4
PARA PROFESSIONALS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	5	1	20	10.00%	YES	0
CRAFTSMEN	1	0	0	10.00%	YES	0.1
SERVICE MAINTENANCE	1	0	0	10.00%	YES	0.1
TOTAL	78	5	6.41			
SECRETARY OF STATE						
OFFICIALS AND ADMINISTRATORS	8	0	0	10.00%	YES	0.8
PROFESSIONALS	17	2	11.76	10.00%	NO	0
TECHNICIANS	3	0	0	10.00%	YES	0.3
OFFICE & CLERICAL	9	1	11.11	10.00%	NO	0
CRAFTSMEN	2	0	0	10.00%	YES	0.2
TOTAL	39	3	7.69			
STATE TREASURER						
OFFICIALS AND ADMINISTRATORS	15	1	6.67	10.00%	YES	0.5
PROFESSIONALS	16	2	12.5	10.00%	NO	0
TECHNICIANS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
TOTAL	34	3	8.82			
BOARD OF ACCOUNTANCY						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	3	0	0			
BOARD OF AUCTIONEERS						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	3	0	0			
BOARD OF BARBERING						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	2	0	0			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
BOARD OF CHIROPRACTIC EXAMINERS						
PROFESSIONALS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
TOTAL	3	0	0			
BOARD OF DENTISTRY						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
TOTAL	3	0	0			
BOARD OF ELECTIONS						
OFFICIALS AND ADMINISTRATORS	4	0	0	10.00%	YES	0.4
PROFESSIONALS	11	0	0	10.00%	YES	1.1
TECHNICIANS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	17	0	0			
BOARD OF EMERGENCY MEDICAL SERVICES						
OFFICIALS AND ADMINISTRATORS	6	0	0	10.00%	YES	0.6
PROFESSIONALS	12	0	0	10.00%	YES	1.2
TOTAL	18	0	0			
BOARD OF EMBALMERS AND FUNERAL HOME DIRECTORS						
TECHNICIANS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
CRAFTSMEN	1	0	0	10.00%	YES	0.1
TOTAL	3	0	0			
BOARD OF EXAMINERS AND REGISTRATION OF ARCHITECTS						
OFFICIALS AND ADMINISTRATORS	2	0	0	10.00%	YES	0.2
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
CRAFTSMEN	1	1	100	10.00%	NO	0
TOTAL	4	1	25			
BOARD OF HAIRDRESSERS AND COSMETOLOGISTS						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	4	0	0	10.00%	YES	0.4
TECHNICIANS	7	0	0	10.00%	YES	0.7
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
TOTAL	14	0	0			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
BOARD OF MEDICAL LICENSURE						
OFFICIALS AND ADMINISTRATORS	2	0	0	10.00%	YES	0.2
PROFESSIONALS	12	1	8.33	10.00%	YES	0.2
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
CRAFTSMEN	2	0	0	10.00%	YES	0.2
TOTAL	18	1	5.56			
BOARD OF NURSING						
OFFICIALS AND ADMINISTRATORS	5	0	0	10.00%	YES	0.5
PROFESSIONALS	33	6	18.18	10.00%	NO	0
TECHNICIANS	1	0	0	10.00%	YES	0.1
PARA PROFESSIONALS	2	0	0	10.00%	YES	0.2
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
CRAFTSMEN	2	0	0	10.00%	YES	0.2
TOTAL	44	6	13.64			
BOARD OF OPTOMETRIC EXAMINERS						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
TOTAL	1	0	0			
BOARD FOR RESPIRATORY CARE PRACTITIONERS						
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	1	0	0			
PERSONNEL BOARD						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	2	0	0	10.00%	YES	0.2
OFFICE & CLERICAL	3	0	0	10.00%	YES	0.3
TOTAL	6	0	0			
BOARD OF PHARMACY						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	2	0	0	10.00%	YES	0.2
TECHNICIANS	3	0	0	10.00%	YES	0.3
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
TOTAL	7	0	0			
BOARD OF PHYSICAL THERAPIST						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	1	0	0	10.00%	YES	0.1
TOTAL	2	0	0			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
REAL ESTATE APPRAISERS BOARD						
OFFICIALS AND ADMINISTRATORS	2	0	0	10.00%	YES	0.2
CRAFTSMEN	1	0	0	10.00%	YES	0.1
TOTAL	3	0	0			
BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEER. & LAND SURVEY						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	7	0	0	10.00%	YES	0.7
PARA PROFESSIONALS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	1	0	0	10.00%	YES	0.1
CRAFTSMEN	1	0	0	10.00%	YES	0.1
TOTAL	11	0	0			
SCHOOL FACILITIES CONSTRUCTION COMMISSION						
OFFICIALS AND ADMINISTRATORS	2	0	0	10.00%	YES	0.2
PROFESSIONALS	1	0	0	10.00%	YES	0.1
TOTAL	3	0	0			
EXECUTIVE BRANCH ETHICS COMMISSION						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	1	0	0	10.00%	YES	0.1
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
TOTAL	4	0	0			
HUMAN RIGHTS COMMISSION						
OFFICIALS AND ADMINISTRATORS	7	5	71.43	10.00%	YES	0
PROFESSIONALS	20	11	55	10.00%	YES	0
OFFICE & CLERICAL	4	1	25	10.00%	YES	0
TOTAL	31	17	54.84			
REAL ESTATE COMMISSION						
OFFICIALS AND ADMINISTRATORS	4	0	0	10.00%	YES	0.4
PROFESSIONALS	5	2	40	10.00%	NO	0
TECHNICIANS	1	1	100	10.00%	NO	0
CRAFTSMEN	3	0	0	10.00%	YES	0.3
TOTAL	13	3	23.08			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITY EMPLOYEES	CURRENT MINORITY %	MINORITY % GOAL	UNDER UTILIZE	NO. OF MINORITY NEEDED
COMMISSION ON WOMEN						
OFFICIALS AND ADMINISTRATORS	1	0	0	10.00%	YES	0.1
PROFESSIONALS	3	0	0	10.00%	YES	0.3
TOTAL	4	0	0			
OFFICE OF STATE BUDGET DIRECTOR						
OFFICIALS AND ADMINISTRATORS	6	0	0	10.00%	YES	0.6
PROFESSIONALS	30	2	6.67	10.00%	YES	1
TECHNICIANS	3	0	0	10.00%	YES	0.3
OFFICE & CLERICAL	2	0	0	10.00%	YES	0.2
TOTAL	41	2	4.88			

GENERAL GOVERNMENT FEMALE UTILIZATION TABLE BY AGENCY

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
UNIFIED PROSECUTORIAL SYSTEM						
OFFICIALS AND ADMINISTRATORS	2	1	50	52.42%	YES	0
PROFESSIONALS	382	136	35.6	52.42%	YES	64.2
PROTECTIVE SERVICE WORKERS	33	14	42.42	52.42%	YES	3.3
OFFICE & CLERICAL	167	163	97.6	52.42%	NO	0
TOTAL	584	314	53.77			
DEPARTMENT OF AGRICULTURE						
OFFICIALS AND ADMINISTRATORS	81	23	28.4	52.42%	YES	19.5
PROFESSIONALS	72	36	50.00	52.42%	YES	1.7
TECHNICIANS	103	12	11.65	52.42%	YES	42
PARA PROFESSIONALS	4	4	100	52.42%	NO	0
OFFICE & CLERICAL	13	11	84.62	52.42%	NO	0
SERVICE MAINTENANCE	4	0	0	52.42%	YES	2.1
TOTAL	277	86	31.05			
ATTORNEY GENERAL						
OFFICIALS AND ADMINISTRATORS	46	16	34.78	52.42%	YES	8.1
PROFESSIONALS	165	84	50.91	52.42%	YES	2.5
TECHNICIANS	4	3	75	52.42%	YES	0.0
PARA PROFESSIONALS	2	2	100	52.42%	YES	0.0
OFFICE & CLERICAL	17	17	100	52.42%	YES	0.0
CRAFTSMEN	3	3	100	52.42%	YES	2.0
TOTAL	237	125	52.74			
AUDITOR OF PUBLIC ACCOUNTS						
OFFICIALS AND ADMINISTRATORS	21	10	47.62	52.42%	YES	2.1
PROFESSIONALS	106	62	58.49	52.42%	YES	2.6
TECHNICIANS	2	0	0	52.42%	YES	0.2
OFFICE & CLERICAL	4	4	100	52.42%	YES	0.4
TOTAL	133	76	57.14			
REGISTRY OF ELECTION FINANCE						
OFFICIALS AND ADMINISTRATORS	5	4	80	52.42%	NO	0.0
PROFESSIONALS	8	5	62.5	52.42%	NO	0.0
TECHNICIANS	1	1	100	52.42%	NO	0.0
OFFICE & CLERICAL	2	2	100	52.42%	NO	0.0
TOTAL	16	12	75			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
GOVERNOR						
OFFICIALS AND ADMINISTRATORS	13	6	46.15	52.42%	YES	0.8
PROFESSIONALS	27	22	81.48	52.42%	NO	0
TECHNICIANS	2	2	100	52.42%	NO	0
OFFICE & CLERICAL	11	9	81.82	52.42%	NO	0
TOTAL	53	39	73.58			
DEPARTMENT OF VETERANS AFFAIRS						
OFFICIALS AND ADMINISTRATORS	34	18	52.94	52.42%	NO	0
PROFESSIONALS	142	123	86.61	52.42%	NO	0
TECHNICIANS	72	69	95.83	52.42%	NO	0
PROTECTIVE SERVICE WORKERS	19	0	0	52.42%	YES	10
PARA PROFESSIONALS	289	264	91.35	52.42%	NO	0
OFFICE & CLERICAL	22	20	90.91	52.42%	NO	0
CRAFTSMEN	18	4	22.22	52.42%	YES	5.4
SERVICE MAINTENANCE	137	100	72.93	52.42%	NO	0
TOTAL	733	598	81.58			
MILITARY AFFAIRS COMMISSION						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.5
PROFESSIONALS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	3	2	66.67			
KY INFRASTRUCTURE AUTHORITY						
OFFICIALS AND ADMINISTRATORS	2	1	50	52.42%	YES	0
PROFESSIONALS	8	4	50	52.42%	YES	0.2
TOTAL	10	5	50			
LIEUTENANT GOVERNOR						
OFFICIALS AND ADMINISTRATORS	3	1	33.33	52.42%	YES	0.6
PROFESSIONALS	2	1	50	52.42%	YES	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	6	3	50			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
AGRICULTURAL DEVELOPMENT BOARD						
OFFICIALS AND ADMINISTRATORS	2	0	0	52.42%	YES	1
PROFESSIONALS	13	6	46.15	52.42%	YES	0.8
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	16	7	43.75			
THE OFFICE OF HOMELAND SECURITY						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	NO	0
PROFESSIONALS	3	0	0	52.42%	NO	0
CRAFTSMEN	1	1	100	52.42%	NO	0
TOTAL	5	1	20			
DEPARTMENT OF MILITARY AFFAIRS						
OFFICIALS AND ADMINISTRATORS	54	7	12.96	52.42%	YES	21.3
PROFESSIONALS	81	54	66.67	52.42%	NO	0
TECHNICIANS	24	3	12.5	52.42%	YES	9.6
PROTECTIVE SERVICE WORKERS	33	2	6.06	52.42%	YES	15.3
OFFICE & CLERICAL	5	3	60	52.42%	NO	0
CRAFTSMEN	37	0	0	52.42%	YES	19.4
SERVICE MAINTENANCE	56	8	14.29	52.42%	YES	21.4
TOTAL	290	77	26.55			
THE GOVERNOR'S OFFICE OF MINORITY EMPOWERMENT						
OFFICIALS AND ADMINISTRATORS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	2	2	100			
SECRETARY OF THE CABINET						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.1
PROFESSIONALS	2	1	50	52.42%	YES	0.2
TOTAL	3	1	33.33			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
GOVERNOR'S OFFICE FOR LOCAL DEVELOPMENT						
OFFICIALS AND ADMINISTRATORS	27	13	48.15	52.42%	YES	1.2
PROFESSIONALS	39	18	46.15	52.42%	YES	2.4
TECHNICIANS	4	2	50	52.42%	YES	0.1
PARA PROFESSIONALS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	5	4	80	52.42%	NO	0
CRAFTSMEN	1	1	100	52.42%	NO	0
SERVICE MAINTENANCE	1	1	100	52.42%	NO	0
TOTAL	78	40	51.28			
SECRETARY OF STATE						
OFFICIALS AND ADMINISTRATORS	8	6	75	52.42%	NO	0
PROFESSIONALS	17	13	76.47	52.42%	NO	0
TECHNICIANS	3	3	100	52.42%	NO	0
OFFICE & CLERICAL	9	8	88.89	52.42%	NO	0
CRAFTSMEN	2	2	100	52.42%	NO	0
TOTAL	39	32	82.05			
STATE TREASURER						
OFFICIALS AND ADMINISTRATORS	15	8	53.33	52.42%	NO	0
PROFESSIONALS	16	12	75	52.42%	NO	0
TECHNICIANS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	2	1	50	52.42%	YES	0
TOTAL	34	22	64.71			
BOARD OF ACCOUNTANCY						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.5
PROFESSIONALS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	3	2	66.67			
BOARD OF AUCTIONEERS						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.5
PROFESSIONALS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	3	2	66.67			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
BOARD OF BARBERING						
OFFICIALS AND ADMINISTRATORS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	2	2	100			
BOARD OF CHIROPRACTIC EXAMINERS						
PROFESSIONALS	1	0	0	52.42%	YES	0.5
OFFICE & CLERICAL	2	2	100	52.42%	NO	0
TOTAL	3	2	66.67			
BOARD OF DENTISTRY						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.5
OFFICE & CLERICAL	2	2	100	52.42%	NO	0
TOTAL	3	2	66.67			
BOARD OF ELECTIONS						
OFFICIALS AND ADMINISTRATORS	4	3	75	52.42%	NO	0
PROFESSIONALS	11	6	54.55	52.42%	NO	0
TECHNICIANS	1	0	0	52.42%	YES	0.5
OFFICE & CLERICAL	1	0	0	52.42%	YES	0.5
TOTAL	17	9	52.94			
BOARD OF EMERGENCY MEDICAL SERVICES						
OFFICIALS AND ADMINISTRATORS	6	1	16.67	52.42%	YES	2.1
PROFESSIONALS	12	6	50	52.42%	YES	0.3
TOTAL	18	7	38.89			
BOARD OF EMBALMERS AND FUNERAL HOME DIRECTORS						
TECHNICIANS	1	0	0	52.42%	YES	0.5
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
CRAFTSMEN	1	1	100	52.42%	NO	0
TOTAL	3	2	66.67			
BOARD OF EXAMINERS AND REGISTRATION OF ARCHITECTS						
OFFICIALS AND ADMINISTRATORS	2	1	50	52.42%	YES	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
CRAFTSMEN	1	1	100	52.42%	NO	0
TOTAL	4	3	75			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
BOARD OF HAIRDRESSERS AND COSMETOLOGISTS						
OFFICIALS AND ADMINISTRATORS	1	1	100	52.42%	NO	0
PROFESSIONALS	4	4	100	52.42%	NO	0
TECHNICIANS	7	7	100	52.42%	NO	0
OFFICE & CLERICAL	2	2	100	52.42%	NO	0
TOTAL	14	14	100			
BOARD OF MEDICAL LICENSURE						
OFFICIALS AND ADMINISTRATORS	2	1	50	52.42%	YES	0
PROFESSIONALS	12	7	58.33	52.42%	NO	0
OFFICE & CLERICAL	2	2	100	52.42%	NO	0
CRAFTSMEN	2	2	100	52.42%	NO	0
TOTAL	18	12	66.67			
BOARD OF NURSING						
OFFICIALS AND ADMINISTRATORS	5	1	20	52.42%	YES	1.6
PROFESSIONALS	33	32	96.97	52.42%	NO	0
TECHNICIANS	1	1	100	52.42%	NO	0
PARA PROFESSIONALS	2	2	100	52.42%	NO	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
CRAFTSMEN	2	2	100	52.42%	NO	0
TOTAL	44	39	88.64			
BOARD OF OPTOMETRIC EXAMINERS						
OFFICIALS AND ADMINISTRATORS	1	1	100	52.42%	NO	0
TOTAL	1	1	100			
BOARD FOR RESPIRATORY CARE PRACTITIONERS						
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	1	1	100			
PERSONNEL BOARD						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.5
PROFESSIONALS	2	1	50	52.42%	YES	0
OFFICE & CLERICAL	3	3	100	52.42%	NO	0
TOTAL	6	4	66.67			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
BOARD OF PHARMACY						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.5
PROFESSIONALS	2	1	50	52.42%	YES	0
TECHNICIANS	3	1	33.33	52.42%	YES	0.6
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
TOTAL	7	3	42.86			
BOARD OF PHYSICAL THERAPIST						
OFFICIALS AND ADMINISTRATORS	1	1	100	52.42%	NO	0
PROFESSIONALS	1	1	100	52.42%	NO	0
TOTAL	2	2	100			
REAL ESTATE APPRAISERS BOARD						
OFFICIALS AND ADMINISTRATORS	2	1	50	52.42%	YES	0
CRAFTSMEN	1	1	100	52.42%	NO	0
TOTAL	3	2	66.67			
BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEER & LAND SURVEY						
OFFICIALS AND ADMINISTRATORS	1	0	0	52.42%	YES	0.5
PROFESSIONALS	7	3	42.86	52.42%	YES	0.7
PARA PROFESSIONALS	1	1	100	52.42%	NO	0
OFFICE & CLERICAL	1	1	100	52.42%	NO	0
CRAFTSMEN	1	1	100	52.42%	NO	0
TOTAL	11	6	54.55			
SCHOOL FACILITIES CONSTRUCTION COMMISSION						
OFFICIALS AND ADMINISTRATORS	2	1	50	52.42%	YES	0
PROFESSIONALS	1	1	100	52.42%	NO	0
TOTAL	3	2	66.67			
EXECUTIVE BRANCH ETHICS COMMISSION						
OFFICIALS AND ADMINISTRATORS	1	1	100	52.42%	NO	0
PROFESSIONALS	1	0	0	52.42%	YES	0.5
OFFICE & CLERICAL	2	2	100	52.42%	NO	0
TOTAL	4	3	75			

EEO JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE EMPLOYEES	CURRENT FEMALE %	FEMALE % GOAL	UNDER UTILIZE	NO. OF FEMALE NEEDED
HUMAN RIGHTS COMMISSION						
OFFICIALS AND ADMINISTRATORS	7	4	57.14	52.42%	NO	0
PROFESSIONALS	20	14	70	52.42%	NO	0
OFFICE & CLERICAL	4	4	100	52.42%	NO	0
TOTAL	31	22	70.97			
REAL ESTATE COMMISSION						
OFFICIALS AND ADMINISTRATORS	4	3	75	52.42%	NO	0
PROFESSIONALS	5	5	100	52.42%	NO	0
TECHNICIANS	1	1	100	52.42%	NO	0
CRAFTSMEN	3	3	100	52.42%	NO	0
TOTAL	13	12	92.31			
COMMISSION ON WOMEN						
OFFICIALS AND ADMINISTRATORS	1	1	100	52.42%	NO	0
PROFESSIONALS	3	3	100	52.42%	NO	0
TOTAL	4	4	100			
OFFICE OF STATE BUDGET DIRECTOR						
OFFICIALS AND ADMINISTRATORS	6	2	33.33	52.42%	YES	1.1
PROFESSIONALS	30	15	50	52.42%	YES	0.7
TECHNICIANS	3	2	66.67	52.42%	NO	0
OFFICE & CLERICAL	2	2	100	52.42%	NO	0
TOTAL	41	21	51.22			